LEADERSHIP
Goal #1: Build communication with the RSU2 community by gathering and using input from stakeholders.

PLAN	TIMELINE
Plan and hold a training about student-centered schools for bus drivers, secretaries, food service, custodians, and technology. ▪ Chris will talk to Gordon, Vicki, John, Betty, Katie, and Jon L. for their input ▪ HDHS cafeteria with snacks, tables and chairs ▪ Create norms and explain parking lot ▪ Keynote and show video ▪ Have each table generate questions about it on chart paper. ▪ Rotate to answer questions. ▪ Review vision statement – overhead ▪ In like table groups, think of 3 ways you can support the vision. ▪ Parking lot How to approach from individual community – keep alive, community activities, Explore ways to keep message alive	March 16th 2011 –ERD 1:30-3:00
Implement a plan to meet with community groups, town leaders, and elected officials to talk about our vision for a student-centered school system. ▪ Chris will draft a trifold brochure. Admin will edit it. Final version will be used at the meetings ▪ Bring the shared vision to the meetings ▪ Plan a 15 minute presentation to the group ▪ Principals in each town will contact selectmen by April. ▪ Principals will contact other local groups by April and will have a schedule to meet with other groups between April – Sept. 2011. Principals may invite students to assist with the presentations. ▪ Post schedule of meeting on the website by April. All town officials still need to clarify a lot – RSU info system	April – Sept. 2011 April 2011
Establish a system for SB information and feedback to and from students, staff, family & communities (survey, email, blog, Facebook, mailings) ▪ The trifold brochure will be used at a faculty meeting meetings by Feb 28th. ▪ A new hire induction process will include familiarization with our student-centered system. ▪ Each principal will invite teachers and/or parents from Ad Hoc Committee to explain vision statement at a faculty meeting by Feb 28th. Ed techs will be invited to attend and be paid for their time. ▪ Principals, Ad Hoc teachers and /or Ad Hoc parents will explain vision statement to PTO or other existing parent group by April.	Feb. – April 2011 Ongoing August 2011 April 2011

▪ At Feb. Ad Hoc Committee meeting, develop a presentation protocol so those teachers and parents can help present. ▪ Principals will host a large community parent night by April 1st to share the vision. Ad Hoc members will help facilitate. ▪ Develop an "Ask the Principal" section on the website. (more action steps to be developed later) Need to keep topic alive – bullets change	April 2011
Use data to check and adjust the state of our community relations. ▪ Do a survey for parents in the spring 2011, again at the fall Open House, and again in January 2012. ▪ Ask the Ad Hoc Committee to generate survey questions at their Feb. meeting ▪ Determine whether we can give gmail accounts to parents who do not have them.	May 2011 September 2011 Open Houses January 2012
Need to retain – community wants to have answers rather than than the time to move through the process. Invite people to schools and get to see SBS in action. Provide feedback on what they saw. How are we getting information from the kids?	

Goal #2: Administrators will be diligent toward our learning about second order change and about student-centered school systems.

PLAN	TIMELINE
Define second order change with faculty.	February 2011
Identify where we are on the implementation continuum.	February 2011
Principals will determine ways to share ideas among faculty. ▪ At faculty meetings and ERD, use tools such as Bone Diagram to structure meetings to allow input and discussion. ▪ Every staff member who attends a training will report out at a faculty meeting	February 2011—on going
Administrators will attend all available trainings. ▪ Chris will provide a current list of all available trainings. ▪ If there is not an administrative strand, administrators may choose to audit sessions so they will be able to create their expectations. ▪ Work with RISC/DOE trainers to ensure that there is a break-out session for administrators at all training sessions.	December 2010—on going
Establish a system to understand where each teacher is on the standards-based implementation tool. ▪ Tom will draft a 5th column on the existing implementation tool to be reviewed by Admin CIA ▪ Principals will share the implementation rubric to teachers during the spring goals conferences in preparation of its use in the fall	May 2011 February 3, 2011 May 2011

2011 ▪ Principals will review the implementation rubric to teachers and provide them a copy of it at the time teachers write their goals. ▪ Principals will use the implementation rubric during goal meetings with teachers to determine where each teacher is on the continuum. ▪ Evidence will be provided by teachers throughout the year at goal meeting check-ins to show their movement forward on the rubric.	September 2011 October 2011 ongoing
Understand how to increase capacity of teachers to be leaders. ▪ Administrators will develop and/or provide leadership training to Advanced Beacons. ▪ Advanced Beacons will work with staff in focused areas on early release days, summer training 2011, August 2011 workshop days	September 2011 January 2011 ongoing
Learn from other districts. ▪ Identify a way to ensure that our teachers are observing best teaching practice aligned with our goals and vision.	May 2011
Summer retreat for administrators for team development. ▪ Develop a 2-day retreat for administrators to focus on Goal #5, Common Core, rubrics, how to advance the rubrics, leading in second order change environment, developing our administration team. ▪ Proposed dates Aug. 1 and 2, 2011 at Maple Hill B and B. Maintain and come up with ways to address Evaluate this spring and used to develop annual goals from the teacher rubric that was introduced fall Second order change still needs to be addressed with staff in building sites Become much more strategic as a group in defining and practicing Not just admin talks about second order change – All stake holders are talking; questioning the reasons why	August 2011 Confirm in May with new superintendent

SHARED VISION
Goal #3: Create a shared vision for RSU2 with community input.

PLAN	TIMELINE
Hold public meetings in each town to gather input into what our students should know and be able to do.	Completed October 2010
Ad Hoc Committee creates a draft Shared Vision	Completed September 2010
Administrative Team gives feedback to Ad Hoc Committee	Completed December 2010
Ad Hoc considers all feedback and produces a final Shared Vision	December 2010
Present Shared Vision to the RSU2 Board of Directors	December 2010/January 2011
Publish the RSU2 Shared Vision ■ Presently on website ■ Present to staff and students by Feb 28, 2011 ■ District posters to schools by Feb 28, 2011 ■ Share at PTO ■ Principals will host one large community parent night by April 1st to share the vision. Ad Hoc members will help facilitate.	January 2011 Feb. 28, 2011 Feb. 28, 2011 April 1, 2011 April 1, 2011
Keep the vision connected to the curriculum and instruction through the use of the focal points (or bullets) (Waiting for common core and measurement topics)	June 2011
Complete the PDCA • Submit to DOE by Feb. 4, 2011 ■ Share with staff and parents – goals on website & copies available ■ Share with staff by Feb. 28, 2011	 Feb. 4, 2011 February 28, 2011 February 28, 2011

DONE …. Good work !!!
Aligning, revisit, align, short term wins and celebrate
How do we build off each others successes ?
Is this about the kids? How we accomplish change is dynamic.
What are our guiding principles – who and what are we all about?

CONTINUOUS IMPROVEMENT
Goal # 4: Adopt a model to measure our progress toward implementation of a student-centered learning system.

PLAN	TIMELINE

Research various models of systems evaluation (OSAT, Global Best Practices, Baldridge)
  ▪ Determine what information to collect for sharing
  ▪ Half the Admin Team will research OSAT
  ▪ Half the Admin Team will research Global Best Practices
  ▪ Dylan will research Baldridge and have a summary report
	April 2011
	
	February 28, 2011
	April 2011
	April 2011
	April 2011

Admin Team shares the research of the systems evaluation models with the entire administrative team.	April 2011
Administrative team selects a systems evaluation model to use. *(new superintendent may want input)*	April 2011
Provide training for Administrative Team Provide training for staff on beginning of school workshop days Provide training for other stakeholders on the use of the system evaluation model.	June 2011 August 2011 December 2011
Determine cycle times of data gathering, processing, and analysis for the system evaluation model.	June 2011

Determine the process of sharing the data with stakeholders.
  ▪ Collect, review, and share data with admin team
  ▪ Share data with stakeholders
	December 2011
	June 2012
	September 2012

Always evaluating and changing – as a process.
Continue to look at and right on track ..will be
Cycle times …
Process of sharing data with stakeholders

STANDARDS-BASED DESIGN
Goal #5: Implement a student-centered, standards-based school system.

PLAN	TIMELINE
Each curriculum committee will establish goals.	Feb. 1, 2011
Providing the "Studying Skillful Teacher" Course from RBT to all new teacher employees and interested ed techs.	Summer 2011
RSU 2 Administrators successfully complete the OAT from RBT Put on hold and moving us away from SBS Committee looked at what we have	Summer 2011
Investigate the potential merger of curriculum committees into RSU curriculum teams ▪ Chris will propose process and plan by June 2011 Individual sites to RSU wide curriculum teams Experience this is how movement begins	September 2011
Identify measurement topics/ learning goals in 4 content areas (ELA, math, science, social studies) ▪ Develop a plan for "roll-out" to faculty ▪ Develop a plan for "roll-out" to students and stakeholders 15 minutes away	May 2011 August 2011 September 2011
All teachers will be Beacon Trained Closer to 100% Send to Chris who will be left to be trained. Develop capacity across – leaders in RSu guide the last training	September 1, 2011
Provide staff development to assist with implementation of the balanced instructional model and strategies for grouping and intervention. ▪ Determine a way to identify teachers in the 6 cohorts who are models to visit. ▪ Provide service learning opportunities ▪ Provide differentiated instruction learning opportunities ▪ Provide information on simulations as instructional strategies ▪ BIM – really need to work on to deal with instructional struggles ▪ Skillful teaching ▪ Marzano's effective strategies	School Year 2011-2012 March 2011 Sept. 2011 March 2011 By December 2011 By December 2011
Identify the measurement topics in the remaining content areas. ▪ Collaborate with DOE, the 6 Cohorts and Marzano Research Labs	2011-12 school year
Teachers and principals will participate in professional development around the Common Core for ELA and math.	December 2010 and on-going Summer retreat 2011
Adopt or develop assessment and rubrics to measure student achievement of the measurement topics. ▪ Investigate Smarter Balance Assessments	Summer 2011 ongoing Principals summer retreat

▪ Provide teachers with training in formative assessment development Definite need – really can't do with MT now really need the rubrics	2011 Summer 2011 ongoing
Develop an effective method of grading and reporting student achievement at all schools in RSU2. ▪ Begin discussions of grading, scheduling with principals ▪ Provide professional development to teachers and ed techs ▪ Investigate E-ducate software (John Armentrout) ▪ Input measurement topics to tech monitoring system ▪ 3 schools pilot use of new tech monitoring system ▪ Pilot teachers trained in new system ▪ Remaining teachers trained ▪ Full use of tech monitoring system in all RSU2 schools ▪ EDUCATE in 2 seconds	June 2012 Summer retreat 2011 2011-12 school year March 2011 Summer 2011 2011-12 school year Summer 2011 and ongoing Summer 2012 2012-2013

We are on our way to making happen? --

Adding kids as much as possible -